



Retirement Services • Investments



## La Casa, Inc. 403(b) Thrift Retirement Plan

### Eligibility

18+ years of age may begin salary reduction right away.

### Employer Discretionary Match Contribution

Eligible for discretionary match after 1 year of service in which you work at least 1000 hours

### Employee Contributions

100% vested at all times. May be elected on a tax deferred (pre-tax) or after tax (roth) basis.  
See reverse side for detail

### Vesting Schedule

For discretionary Match contribution

Less than 2 years of service 0%

2 year – 20%

3 years – 40%

4 years – 60%

5 years – 80%

6 years – 100%

### Rollovers

The 403(b) accepts rollovers from other qualified retirement plans such as IRA, SEP IRA, 401(k) and 403(b)

#### Contact Information:

Mutual of America  
602-224-8080  
Email: [phoenix@mutualofamerica.com](mailto:phoenix@mutualofamerica.com)  
View your account at [mutualofamerica.com](http://mutualofamerica.com)

#### Your Representatives:

Brooke Hammett – Participant Account Representative  
Bailey Leggo – Participant Support Representative  
Matt Gromek – Group Account Representative  
Ben Bartel – Regional Vice President  
Ann Balzano – Service Manager

**Please request a copy of the Summary Plan Description for more information**

# Traditional or ROTH?

## (pre-tax or after tax)

### Pay Taxes Now: or Pay Taxes Later?

While it is difficult to determine which choice is best, the following questions may help:

I plan to work at least five more years before retirement.

YES  NO

I believe my federal income tax rate will be higher at retirement.

YES  NO

I am willing to give up a current federal income tax exclusion for a potentially larger tax benefit at a later time.

YES  NO

Making after-tax contributions has a relatively low impact on my take-home pay and lifestyle.

YES  NO

I like the concept of diversifying my tax strategy similar to what I do with my investment strategy.

YES  NO

*If you answered the majority of questions "YES," you may want to consider the Designated Roth Feature.*

### Frequently Asked Questions (FAQs)

#### I am a plan participant. What are the requirements for making a Designated Roth Contribution?

The eligibility requirements are the same as those that apply to Traditional (pretax) Contributions under 401(k)/403(b) Plans. Unlike a Roth IRA, eligibility does not depend on your adjusted gross income.

#### How much can I designate as Designated Roth Contributions?

Contribution limits are the same for Designated Roth Contributions as they are for Traditional (pretax) Contributions. The contribution limit for 2017 is \$18,000. If you are 50 years old or over, you can contribute an additional \$6,000 for a total of \$24,000. However, you may not contribute more than 100% of your compensation from your employer. Contribution limits are determined under the federal tax law each year and may increase in subsequent years. The contribution limit for any year applies to an individual's total elective contributions to all retirement plans in which the individual participates.

#### Can I make the maximum contribution as a Designated Roth Contribution and also make a Traditional (pretax) Contribution?

No, you are limited to a total annual maximum contribution each year. You can contribute the maximum as either type of contribution or apportion your contributions between the two types.

#### Are matching contributions made by an employer under a 401(k) or 403(b) Plan affected by Designated Roth Contributions?

No. Matching contributions will continue to be made by employers if the 401(k) or 403(b) Plan permits. Any employer matching contributions cannot be designated as Designated Roth Contributions.

#### What is the "five-year rule"?

The five-year rule is one of two conditions that must be met for withdrawals of earnings from Designated Roth Contributions to not be taxable. Generally, the five-year rule is met if a Designated Roth Contribution Account under a 401(k) or 403(b) Plan has been established for at least five taxable years.